

Cornerstone Christian Academy
Board of Directors
December 7, 2022

Members present: Paul Buckley, James Colcord, Dan Helgerson, Cindy Hyatt, Steve Smith, Steve Wouri

Also present: Kristi Nieman, Larissa Castro, Mike Christensen, Elinor Casoni

Notification of Approval: Minutes of November 10, 2022 Board meeting

Mr. Buckley opened the meeting with prayer at 6:03 PM. Mr. Helgerson shared a devotional based on Ephesians 2:1-10.

Hearing of the Public

- Mrs. Castro (parent of 3 CCA students – grades PK, 2, 4) shared her appreciation of Sandy Brown as PreK teacher, her efforts to support Ms. Brown's continued parttime employment, and her concern that there is an underlying intention to remove Ms. Brown and possibly other teachers. She wants to know what is happening with Preschool.
- Mrs. Nieman (CCA teacher) concurred in her admiration of Mrs. Brown as a Preschool teacher and shared her concerns that the lack of relationship between and among staff is a significant concern at Cornerstone.
- Mr. Christensen (Middle School Director and teacher) spoke on behalf of the teachers sharing a long list of behaviors, actions, comments, inactions which demonstrate their dissatisfaction with Mr. Wouri's leadership and their concerns about retaliation.

Headmaster Report

Upcoming Events: December 19 at 6 PM Christmas Hymn Sing at First Baptist in Wolfeboro and December 22 School Vacation begins

Enrollment: 68 which reflects the withdrawal of a G3 student.

Financial Reports: Provided in advance. No questions or comments.

Tax Bill: The apartments are now considered taxable as income property. A bill for \$8,500 based on the whole property value has been received. It is expected to be corrected to about \$2,500.

Preschool staff: Sandy Brown terminated her employment on Friday and informed parents on the same day. To date, there are no applicants for replacement. Various staffing options were discussed with no resolution.

Discussion of Concerns of Staff and Parents

The gravity and quantity of issues was discussed at length along with potential means of addressing them. Plans going forward include

- Mr. Wouri will meet with each faulty/staff individually to discern ways to improve relationships

- Students will be released for Christmas vacation a day earlier to free the faculty and staff to meet with Administration and the Board. An agenda will be developed by the Board.
- Mr. Buckley will respond to Mrs. Castro's concerns

Board Applicant: The Board and Mrs. Casoni conversed about her application to Board membership. After she left the meeting, Mr. Smith made a motion seconded by Mr. Helgerson to invite Mrs. Carsoni to join the Board. Motion passed unanimously.

Condo/Apartments: Mr. Buckley shared a summary of anticipated costs to initiate renovations to the apartments. Ms. Hyatt made a motion seconded by Mr. Helgerson to allocate \$50,000 to initiate interrepairs/renovations. Motion passed 4:1.

Mr. Colcord made a motion seconded by Mr. Buckley to allocate \$3,000 to provide Christmas bonuses as follows \$250 for each of the 8 fulltime staff and \$125 for each of the 7 parttime staff. Motion passed unanimously.

The meeting closed with prayer by Ms. Hyatt at 9:56 PM

Respectfully submitted,

Cindy Hyatt
Secretary